



FY2014 (7/1/13 – 6/30/14) Annual Work Plan Palouse Conservation District

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Mission of the Palouse Conservation District

To actively assist current and future generations of land managers (both urban and rural) in implementing conservation practices by providing educational, technical and financial assistance.

Natural Resource Priorities

■ **Soil Health & Erosion Control**

- Description: sheet, rill and wind erosion is caused by the detachment and transportation of soil particles caused by rainfall runoff or splash, irrigation runoff, or by wind. Vast areas of cropland in Palouse Conservation District have soil and slopes vulnerable to sheet, rill and/or wind erosion. Soils not protected by adequate crop cover, crop residues or other conservation practices, will have soil detachment and movement by water or wind.

Sheet and Rill Erosion. Sheet and rill erosion is caused primarily from rainfall from late fall through spring, and especially from rain on snow events when the soils are frozen. Estimates of tens of tons of soil loss per acre per year from sheet and rill erosion, in addition to more visible channel and gully erosion, has been well documented. The soils where the erosion occurs are degraded and become less productive. The detached soil, or sediment, is carried across fields with the runoff until it is either deposited on land, on roads, in culverts, or carried into streams and rivers. When the sediment deposition occurs on growing crops, economic damage occurs to the local producer. When it is deposited on roads or into culverts then transportation departments must pay for removal of the safety hazard and clogged waterways. When it is carried into a stream or river it degrades fish and wildlife habitat and affects water quality.

Wind Erosion. Wind erosion occurs when the soils are not protected by adequate crop cover, crop residues or other conservation practices, and the wind picks up enough velocity to detach the finer soil particles on the land. The soils where the wind erosion occurs are degraded and become less productive. The eroded soil particles become airborne affecting air quality, visibility and health. In some cases visibility is so poor that highways have been closed to avoid vehicular accidents and loss of life.

- Priority level(s): local, regional, and state natural resource priority
- Source of data: Washington NRCS State Resource Assessment 2011: Priority Resource Concerns
- Engaged entities: Whitman County Conservation Districts, NRCS, FSA, WSU Extension, Pacific NW Direct Seed Association, WA Dept. Fish and Wildlife, Department of Ecology, City of Pullman Stormwater Services, local agricultural consultants, local agricultural associations, local non-profit organizations

■ Water Quality (all sources)

Description: Waterways within the Palouse Conservation District have been degraded due to a combination of sources including urban stormwater and agricultural run-off.

Urban stormwater. A majority of the storm drains throughout Palouse Conservation District are classified as a municipal separate storm sewer system. The storm drain system is separate from and therefore does not convey stormwater to local wastewater treatment plants. Stormwater runoff has been identified by Department of Ecology as the “number one water pollution problem in the urban areas of our state.” Pollutants commonly found in stormwater include fertilizers, pesticides, vehicle fluids, trash, sediment and pet waste. Stormwater can also contribute to problems associated with flooding. The polluted runoff drains into nearby gutters and storm drains and into local waterways. In most areas, stormwater runoff enters these waters without being cleaned of pollutants.

Agricultural runoff. The off-site transport of sediment from sheet, rill, gully, and wind erosion into surface water threatens to degrade surface water quality and limit use for intended purposes. The vast amount of cropland with erosive soil and exposed streambanks in Palouse Conservation District are seeing erosion that has effects far beyond where the land is eroded. Unprotected areas have soil detachment and movement by water, primarily from rain. This is especially true from rain on snow events when soils are frozen, with studies documenting tens of tons of soil loss per acre. When sediment enters the water column it increases turbidity and carries pollutants such as nutrients and pesticides. When sediment is deposited on roads or into culverts, the sediment becomes a safety hazard and causes clogged waterways and aquatic passage barriers requiring costly removal. In canals and shipping facilities, the sediment requires expensive mechanical removal and transport.

Nutrients (organics and inorganics) are a resource concern when transported to receiving waters through surface runoff, leaching into shallow ground waters, or both in quantities that degrade water quality and limit use for intended purposes.

On cropland, nitrogen and phosphorus can be over applied and degrade plant health and vigor. Over application of nitrogen and phosphorus may lead to excess nutrients in surface and ground water. The excess nutrients cause algae and other aquatic plants to grow in lakes, which deprive aquatic life of vital oxygen. Pesticides may be over applied or applied near water bodies leading to surface water contamination. In addition, this resource concern is a priority as it relates to the livestock industry and the lack of adequate animal waste management. Animal waste is a point source of nutrients and pathogens into our waterways that degrade and threaten water quality and aquatic habitat.

- Priority level(s): local, regional, and state natural resource priority
- Source of data: Washington NRCS State Resource Assessment 2011: Priority Resource Concerns; City of Pullman Stormwater Services
- Engaged entities: Whitman County Conservation Districts, NRCS, FSA, WSU Extension, Pacific NW Direct Seed Association, WA Dept. Fish and Wildlife, US Fish and Wildlife Service; Department of Ecology, City of Pullman Stormwater Services, City of Palouse, local agricultural consultants, local agricultural associations, local non-profit organizations

■ **Education / Outreach**

- Description: Education and outreach to the public including landowners and residents within the Palouse Conservation District is essential to increase the community's awareness of local natural resource conservation issues and needs. Benefits of education and outreach include enhanced community involvement, increased public input into the District's planning processes, increased awareness of the District's programs (including availability of technical and financial assistance) and increased conservation practice implementation,.
- Priority level(s): local and regional priority
- Source of data: WRIA 34-Palouse Watershed Detailed Implementation Plan
- Engaged entities: Whitman County Conservation Districts, NRCS, FSA, WSU Extension, Pacific NW Direct Seed Association, WA Dept. Fish and Wildlife, US Fish and Wildlife Service; Department of Ecology, City of Pullman Stormwater Services, City of Palouse, local agricultural consultants, local agricultural associations, local non-profit organizations, Palouse Prairie Foundation

■ **Replenishing the Landscape (habitat, vegetation, prairie)**

Description: Habitat is degraded when the quantity, quality, or connectivity of food, cover, space, shelter, and/or water is inadequate to meet requirements of identified fish, wildlife, and invertebrate species. Plant communities may have insufficient composition and structure to achieve ecological functions and management objectives. This concern also addresses loss or degradation of wetland habitat and unique plant communities.

Since 1870, 94% of the grasslands and 97% of the wetlands in the Palouse bioregion have been converted to crops, hay, or pasture. Most of the remaining small patches of grassland and riparian vegetation disappeared between 1940 and 1989. Today, some once common fauna and endemic flora survive only in small areas of grassland, shrub, and forest, and these remnants are threatened by weed invasion, herbicide drift, and introduced species.

Of the once-continuous native prairie dominated by midlength perennial grasses, only little more than 1% remains. It is one of the most endangered ecosystems in the United States, and all remaining parcels of native prairie are subject to weed invasions and occasional drifts of aerially applied agricultural chemicals. Two of the native plant communities, bluebunch wheatgrass-snowberry and bluebunch wheatgrass-rose, are globally rare, and several local plant species are threatened globally. Many once-intermittent streams are now farmed; many perennial streams with large wet meadows adjacent to them are now intermittent or deeply incised, and the adjacent meadows are seeded to annual crops. Few areas of camas bloom in the spring. Clean farming practices (field burning, herbicide use, and roadbed-to-roadbed farming) leave few fences and fewer fencerows, negatively impacting even those edge species which can flourish in agricultural areas.

With the virtual elimination of native prairies, species dependent on grassland ecosystems have declined or disappeared as well.

At the same time, new land uses offer habitats for a different suite of species. Humans have intentionally introduced non-native and sometimes invasive plant and animal species. Grazing, agriculture, and accidents have introduced a variety of exotic plants, many of which are vigorous enough to earn the title "noxious weed".

Changes in biodiversity in the canyonlands follow a parallel track, though from slightly different causes. Due to steep slopes and infertile soils, the canyonlands have been used for grazing instead of farming. Intense grazing and other disturbances have resulted in irreversible changes, with the native grasses being largely replaced by nonnative annual brome grasses and noxious weeds, particularly star thistles.

- Priority level(s): local, regional, and state natural resource priority
- Source of data: Washington NRCS State Resource Assessment 2011: Priority Resource Concerns; USGS The Land Use History of North America (LUHNA) Biodiversity and Land-use History of the Palouse Bioregion: Pre-European to Present
- Engaged entities: Whitman County Conservation Districts, NRCS, FSA, WSU Extension, Pacific NW Direct Seed Association, WA Dept. Fish and Wildlife, US Fish and Wildlife Service; Department of Ecology, local agricultural consultants, local agricultural associations, local non-profit organizations, Palouse Prairie Foundation

■ **Air Quality**

Description: Air quality affects public health, the environment, and quality of life. Air pollution causes lung disease, makes existing heart and lung disease worse, and is associated with cancer. Breathing elevated levels of air pollutants can adversely affect human health, especially among sensitive populations such as children, the elderly, and those with heart or lung diseases. Potential health problems include lung damage, birth defects, nerve damage, reduced immunity, and an increased risk of developing cancer. An air pollutant is any substance in the air that can cause harm to humans or the environment. Pollutants may be natural or human made and may take the form of solid particles, liquid droplets, or gases. Natural sources of air pollution include smoke from wildfires, dust, and even volcanic ash. Human made sources of air pollution include emissions from vehicles and factories; dust from unpaved roads, agriculture, or construction sites; and smoke from human-caused fires.

- Priority level(s): local and regional priority
- Source of data: Washington Department of Ecology Air Quality Program
- Engaged entities: Whitman County Conservation Districts, NRCS, FSA, Department of Ecology, local non-profit organizations,

- **Energy**

- Description: Inefficient use of energy in the farm operation increases dependence on non-renewable energy sources that can be addressed through improved energy efficiency and the use of on-farm renewable energy sources.
- Priority level(s): local, regional, and state natural resource priority
- Source of data: Washington NRCS State Resource Assessment 2011: Priority Resource Concerns
- Engaged entities: Whitman County Conservation Districts, NRCS, FSA, local agricultural consultants, local agricultural associations, local non-profit organizations

- **Weed Control**

- Description: The rapid spread of invasive plants threatens natural resources across the Palouse Conservation District. Invasive species displace natural plant communities and have the following impacts:
 - Degraded and destroyed wildlife habitat
 - Reduced plant and animal diversity
 - Impaired land productivity
 - Obstructed waterways and reduced water levels
 - Erosion
 - Fire hazards
 - Restricted recreational activities
 - Reduced land values
 - Need for costly restoration
- Priority level(s): local, regional, and state natural resource priority
- Source of data: Invasive Weeds of Eastern Washington- WSU Extension Manual EM005; Washington NRCS State Resource Assessment 2011: Priority Resource Concerns
- Engaged entities: Whitman County Conservation Districts, NRCS, FSA, WSU Extension, Whitman County Weed Board, WA Dept. Fish and Wildlife, US Fish and Wildlife Service; Department of Ecology, local agricultural consultants, local agricultural associations, local non-profit organizations, Palouse Prairie Foundation

■ **Small Acreage Issues**

- Description: Conversion of agricultural lands to suburban homesites provides a new set of natural resource issues of concern within the Palouse Conservation District. Changes in wildlife habitat availability and populations can result. Suburbanization of agricultural lands does not necessarily favor native wildlife or plant species. Additionally, the keeping of livestock on small acreage provides challenges for soil erosion, water quality, and weed control
 - Priority level(s): local and regional
 - Source of data: Washington NRCS State Resource Assessment 2011: Priority Resource Concerns; USGS The Land Use History of North America (LUHNA) Biodiversity and Land-use History of the Palouse Bioregion: Pre-European to Present
 - Engaged entities: Whitman County Conservation Districts, NRCS, FSA, WSU Extension, WA Dept. Fish and Wildlife, US Fish and Wildlife Service; Department of Ecology, City of Pullman Stormwater Services, local non-profit organizations, Palouse Prairie Foundation
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Washington Conservation Districts assisting land managers with their conservation choices



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Natural Resource Priority Program Area: Soil Health & Erosion Control

Goal(s): Demonstrated improvement in soil health including reduction in erosion as a result of people assisted, conservation plans developed and conservation practices implemented

Natural Resource Objective: Reduced erosion rates (soil loss tolerance), reduced sediment along roadways, reduced sedimentation in water, improved soil health indicators, conservation practices related to water quality improvement implemented

Programmatic Objective: zero complaints, 30 individuals assisted, 15 conservation plans developed

Funding Source(s): Washington State Conservation Commission Category 2 Implementation Grant, Washington Department of Ecology Direct Seed Incentive and Education Grant, EQIP, and Direct Seed Loan Program (administered through Spokane CD)

Activities for FY2014	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
<ul style="list-style-type: none">Continuation of direct seed cost-share programPursue additional funding to add an additional 12 participants to the direct seed cost-share programWork with Spokane CD regarding ideas for improving equipmentMeet with past Direct Seed Cost-Share Program participants to obtain recommendations for program improvement and future promotionPromote soil health information and work sessions	7/1/2013-6/30/2014	-Drew Schuldt -Jennifer Boie -PCD Board	40	\$33,000	
<ul style="list-style-type: none">Finalize Planned Grazing Cost-Share ProgramOffer grazing workshop in partnership with NRCSPromote grazing workshop attendance	7/1/2013-9/30/2013	-Jennifer Boie -Pam Furchtenicht -Drew Schuldt	5	\$2,000	
<ul style="list-style-type: none">Look into funding to develop a soil pH cost-share programLook into funding to develop a cover crop cost-share program	7/1/2013-11/30/2013	-Jennifer Boie -Grant writer	10	\$1,000	
<ul style="list-style-type: none">Utilize district engineer to perform evaluations of stream	7/1/2013-	-Jennifer Boie	7	\$5,000	

erosion and develop potential projects • Contact road departments for sediment information and potential projects	6/30/2014	-Gary Ausman			
• Continue work with the Local Working Group • Partner with NRCS to perform CRP field checks (TSP Task orders)	7/1/2013-9/13/2013	-Jennifer Boie -Drew Schuldt	50	\$16, 204	
		Total	112	\$57,204	

Natural Resource Priority Program Area: Water Quality (all sources)

Goal(s): Demonstrated improvement in water quality measures for water bodies in the Palouse CD including reduction in sediment, fecal coliform, temperature as a result of people assisted, conservation plans developed and conservation practices implemented

Natural Resource Objective: Improved water quality measures (ph, sediment, temperature, bacteria, other), conservation practices related to water quality improvement implemented

Programmatic Objective: 15 individuals assisted, 6 conservation plans developed

Funding Source(s): Washington State Conservation Commission Category 2 Implementation Grant, Washington Department of Ecology Direct Seed Incentive and Education Grant, EQIP, and Direct Seed Loan Program (administered through Spokane CD), City of Pullman Cadle Berry Riparian Restoration Contract, mitigation contracts

Activities for FY2014	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
• Wetland project planned and implemented with mitigation funding. • 2 projects planned and implemented	9/1/2013-6/30/14	-Jennifer Boie -Drew Schuldt -AmeriCorps member	47	\$45,000	
• Cadle Berry streambank, and in-stream rehabilitation project with City of Pullman	7/1/2013-12/31/2013	-Jennifer Boie -Gary Ausman -Drew Schuldt -AmeriCorps member	60	\$165,000	

<ul style="list-style-type: none"> • South Fork Palouse riparian project planned and funding secured • Apply for additional TMDL implementation funding on South Fork Palouse based on producer interest 	9/1/2013-6/30/14	-Drew Schuldt -Jennifer Boie -AmeriCorps member	3	\$1,000	
<ul style="list-style-type: none"> • Continue water quality monitoring on North Fork Palouse River • Development of data base for North Fork Palouse River watershed baseline • Develop water quality monitoring technical assistance and equipment check-out program 	ongoing	-Drew Schuldt -AmeriCorps member -Pam Furchtenicht -PCD Intern -PCD Board	15	\$2,000	
<ul style="list-style-type: none"> • Identify and secure additional funding to focus on urban waterways 	ongoing	-Drew Schuldt -Jennifer Boie -Grant writer	3	\$1,000	
<ul style="list-style-type: none"> • Planning and technical assistance including livestock water developments • Pursue CREP opportunities and landowner interest 	7/1/2013-6/30/2014	-Drew Schuldt -Jennifer Boie	10	\$10,000	
		Total	138	\$224,000	

Natural Resource Priority Program Area: Replenishing the Landscape (habitat, vegetation, prairie)

Goal(s): Demonstrated improvement in replenishing the landscape including habitat, vegetative cover, Palouse Prairie, as a result of people assisted, conservation plans developed and conservation practices implemented

Natural Resource Objective: Increase availability of conservation plants, increase public awareness of Palouse landscape, adequate wildlife habitat and populations, and increase native plant community diversity and abundance

Programmatic Objective: 1200 individuals contacted, 8 conservation plans developed

Funding Source(s): US Fish and Wildlife Service Partners for Fish and Wildlife Grants, Washington State Conservation Commission Category 2 Implementation Grant, Annual Surplus Tree Sale

Activities for FY2014	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
<ul style="list-style-type: none"> Plan, promote and conduct surplus plant sale 	8/1/2013-4/15/2014	-Pam Furchtenicht -Drew Schuldt -AmeriCorps Member	10	\$3,000	
<ul style="list-style-type: none"> Continue work on six US Fish & Wildlife habitat enhancement using native vegetation Secure additional wildlife and native plant protection/restoration projects Provide technical assistance for backyard wildlife and pollinator habitat 	7/1/2013-6/30/2014	-Drew Schuldt -PCD intern -AmeriCorps Member	35	\$40,000	
<ul style="list-style-type: none"> Implement Palouse Prairie phase II grant proposal and activities Continue to seek for funding for Palouse Prairie Phase III project 	ongoing	-Jennifer Boie -Pam Furchtenicht -Drew Schuldt -PCD intern -AmeriCorps Member	25	\$25,000	
		Total	70	\$68,000	

Natural Resource Priority Program Area: Air Quality

Goal(s): Demonstrated improvement in air quality and reduction in complaints as a result of people assisted, agricultural burn permit plans developed and conservation practices implemented

Natural Resource Objective: Improved air quality

Programmatic Objective: Successful agriculture burn program, 20 people assisted, zero complaints

Funding Source(s): Department of Ecology Burn Program

Activities for FY2014	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
<ul style="list-style-type: none"> • Ag burn permit program implementation including technical guidance • Partner in research that investigates methods for improving air quality. 	ongoing	-Pam Furchtenicht	20	\$5,000	
		Total	20	\$5,000	

Natural Resource Priority Program Area: Energy

Goal(s): Demonstrated improvement in agriculture energy conservation as a result of people assisted with energy assessments, conservation plans developed, and conservation practices implemented

Natural Resource Objective: Increased energy conservation and improved operation efficiency

Programmatic Objective: 1 Individual assisted with energy assessment, 1 energy conservation plan developed

Funding Source(s): Washington State Conservation Commission Category 2 Implementation Grant

Activities for FY2014	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
<ul style="list-style-type: none"> • Continue to partner with Pine Creek CD to offer opportunities for PCD operators to participate in agriculture energy conservation audits • Look into opportunities to conduct additional energy audits for farms in the area 	ongoing	-Jennifer Boie -Whitman Co. CDs	5	\$1,000	
		Total	5	\$1,000	

Natural Resource Priority Program Area: Weed Control

Goal(s): Demonstrated improvement in weed control and technical assistance for district projects as a result of people assisted, weed control practices implemented

Natural Resource Objective: Reduction in invasive weed presence at project sites and increased weed control technical assistance

Programmatic Objective: 10 individuals provided with technical assistance on weed control, increased weed control on 10 district project sites

Funding Source(s): Washington State Conservation Commission Category 2 Implementation Grant,

Activities for FY2014	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
<ul style="list-style-type: none">• US Fish & Wildlife partners project weed control• Department of Transportation weed control projects• Chipman Trail weed control project• Mitigation project weed control• Weed control in wetland areas	ongoing	-Drew Schuldt -PCD Intern -AmeriCorps Member	15	\$3,000	
<ul style="list-style-type: none">• Explore bio-control opportunities	ongoing	Drew Schuldt	5	\$1,000	
		Total	20	\$4,000	

Natural Resource Priority Program Area: Small Acreage Issues

Goal(s): Demonstrated improvement in small acreage conservation issues as a result of people assisted, conservation plans developed and conservation practices implemented

Natural Resource Objective: Erosion reduction, increased water quality, and decline in weed populations on small acreage

Programmatic Objective: 2 individuals assisted and 2 conservation plans developed

Funding Source(s): Washington State Conservation Commission Category 2 Implementation Grant

Activities for FY2014	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
<ul style="list-style-type: none"> Pullman city limits heavy use livestock area project technical assistance 	7/1/13-6/30/14	-Jennifer Boie -Drew Schuldt	5	\$2,000	
<ul style="list-style-type: none"> Conduct outreach to small acreage land owners regarding available assistance and information Identify outreach and handbook materials available from other CDs 	7/1/13-6/30/14	-Jennifer Boie -Drew Schuldt	5	\$2,000	
		Total	10	\$4,000	

District Program Area: Education / Outreach

Goal(s): Demonstrated improvement in conservation awareness and interest as a result of educational and outreach events, increased partner agencies and organizations involved and media coverage

Programmatic Objective: Education and outreach program will coordinate or participate in 13 events, 20 partner agencies and organizations will be reached, 15 media articles and other media coverage, and 4,000 individuals contacted

Funding Source(s): Washington State Conservation Commission Category 2 Implementation Grant, Department of Ecology Burn Program, US Fish and Wildlife Service Partners for Fish and Wildlife Grants, Washington Department of Ecology Direct Seed Incentive and Education Grant, Project WET, Project Learning Tree

Activities for FY2014	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
<ul style="list-style-type: none"> Annual listening session of land managers Annual tour of conservation projects including supervisor conservation work Conservation Awards of the year Supervisor op-ed articles for newsletter 	7/1/2013-6/30/213	-Pam Furchtenicht -Jennifer Boie -Drew Schuldt -PCD Board	10	\$2,000	
<ul style="list-style-type: none"> WSU Career Fair participation Internship opportunities for local college students 	7/1/2013-6/30/2014	-Jennifer Boie -Drew Schuldt	10	\$7,000	

<ul style="list-style-type: none"> • WSU Center for Civic Engagement activities • Secure AmeriCorps member placement 		-PCD Intern -AmeriCorps member			
<ul style="list-style-type: none"> • Lentil Festival • Palouse Empire Fair • WSU Wellness Fair • Newsletter • Maintain and update website 	7/1/2013-6/30/2014	-Pam Furchtenicht -Jennifer Boie -Drew Schuldt -PCD Intern -AmeriCorps member -Whitman Co. CDs	20	\$2,000	
<ul style="list-style-type: none"> • Stream trailer program with local schools • USFWS Partners Education-Plan and conduct field days with local elementary schools • Science Saturday programs with Palouse Discovery Science Center-Port Wetland • Continue Project Learning Tree and Project WET k-12 workshop facilitation • Plan and conduct local Envirothon competition • Host community volunteer planting events 	ongoing	-Jennifer Boie -Drew Schuldt -PCD Intern -AmeriCorps member	10	\$2,000	
		Total	50	\$13,000	

District Program Area: District Operations

Goal(s): Demonstrated improvement in district operations as a result of increased staff efficiency, updated training, and appropriate workload

Programmatic Objective: Effective operations; adequate funding; strong partnerships; happy, well trained, well evaluated, and well compensated employees; employee retention

Funding Source(s): Washington State Conservation Commission Grants, Department of Ecology Burn Program, US Fish and Wildlife Service Partners for Fish and Wildlife Grants, Washington Department of Ecology Direct Seed Incentive and Education Grant, local partner contracts

Activities for FY2014	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
<ul style="list-style-type: none"> Perform routine administrative procedures such as: Personnel management, facilities management, program administration, policy manual maintenance, Annual Plan of Work and Long Range Plan development, budget, and workload 	ongoing	-Jennifer Boie -Pam Furchtenicht	100	8000	
<ul style="list-style-type: none"> Maintain a comprehensive financial management system including creation and maintenance of financial records, responsible for internal and State audits, submittals of financial reports, budgets, status reports to Board, accounts payable and receivable, practice sound accounting procedures, etc. 	ongoing	-Pam Furchtenicht	100	8550	
<ul style="list-style-type: none"> Identify, secure and administer funding sources to achieve District objectives and operations. Legislative activities, efforts and influence 	ongoing	-Jennifer Boie -Grant writer -PCD Board	50	11,000	
<ul style="list-style-type: none"> Develop and maintain an effective Supervisor and Staff development program including identification of training opportunities, attendance at regional and state conferences, and maintain or expand staff resources to meet demand. Attend WADE and other trainings Training plans for new employees Annual employee evaluations to include consideration of accurate and appropriate position description, work load, compensation, and benefits 	ongoing	-All	40	11,016	
<ul style="list-style-type: none"> Update technology and equipment to enable District to optimize services. 	ongoing	-Jennifer Boie	5	2000	
<ul style="list-style-type: none"> Successful annual elections 	ongoing	-Pam Furchtenicht	20	1000	
<ul style="list-style-type: none"> Identify partnerships Assign a relationship manager to keep partnerships strong Identify opportunities to collaborate for funding and project implementation 	7/1/2013-6/30/2014	-All	10	2000	
		Total	325	\$43,566	



FY2014 Annual Budget Palouse Conservation District

Revenues:			Expenses:	
WA SCC Category 1	\$25,000		Payroll	\$132,000
WA SCC Category 2	\$62,570		Health Benefits	\$ 16,000
WA SCC Category 3	TBD		Retirement	\$ 6,400
			Office Supplies	\$ 4,000
			IT Purchase & Repair	\$ 2,000
WA DOE	TBD		Training & Meetings	\$ 10,000
WA DOE Direct Seed Grant	\$33,000		Communication	\$ 5,260
			Employee Travel	\$ 4,830
Mitigation contracts	\$45,000		Advertising	\$ 2,000
Burn Permits	\$5,000		Rental & Leases	\$ 12,800
US F&W Palouse Prairie Grant	\$25,000		Insurance/Bond (Enduris)	\$ 4,405
US F&W Partners Grants	\$40,000		Misc.	\$ 4,000
US F&W Education Grants	\$1,000		Dues	\$ 4,275
City of Pullman Cadle Streambank Restoration	\$167,000		Maintenance	\$ 2,160
			Education & Marketing	\$ 2,065
NRCS/WA SCC TSP	\$16,200		All Grants- Field Supplies-Expendable	\$ 15,000
			Fuel	\$ 2,700
			Contracted Services	\$ 10,000
			Purchase for Resale	\$ 2,178
			Burn Permits (DOE)	\$ 9,314
			Grant Cost-Share	\$ 168,383
TOTAL	\$419,770		TOTAL	\$419,770